

# KELLY ROEHM

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## PEOPLE + CULTURE STRATEGIST | HR LEADER

20+ years of experience driving employee engagement, retention, and wellbeing through innovative talent strategies, comprehensive development programs, and a people-first advisory model, consistently achieving stakeholder satisfaction, employee engagement, and significant organizational growth.

### WORK EXPERIENCE

**The Resume Realist, LLC**

**Dec 2021 – Present**

#### **Founder**

Sole proprietor and Founder of *The Resume Realist*, a boutique career consulting firm advising professionals in resume writing, LinkedIn optimization, professional development, and self-advocacy skills.

#### **Key Achievements:**

- Drove **5X business growth within a 3-year period** through grass-roots social media management.
- Garnered national press recognition from [The Wall Street Journal](#), [Newsweek](#), and [US News and World Report](#).

**Talmetrix**

**Jan 2022 – Jan 2024**

#### **Vice President, Customer Success (People Consulting)**

Lead advisor to Founders, C-Suite leaders, and HR teams on employee engagement, retention, wellbeing, and inclusion strategy in organizations ranging from 50 employees to Fortune 500. Served as Head of Customer leading Development and People Consulting teams in the delivery of impactful data-driven culture stories through validated employee feedback surveys, focus groups, and action plans.

#### **Key People + Culture Successes:**

- **Reduced turnover by 86% over an 18-month period at a US-based biotechnology organization** through measurement of employee engagement and C-Suite alignment on key areas of action.
- Partnered with a regional banking entity to **improve engagement by 6%, retention by 7%, and increase employee feedback by 80% through holistic measurement of engagement + wellbeing** aligned with broader collection of employee voice.
- Developed strategies and advisory models to align our work with the needs of leaders + employees; **maintained an avg 93% agreement across employees (participants) that my team's work measured what matters most to employees.**
- Collaborated to **deliver the National Organization on Disability Annual Employment Tracker™** delivering best practice identification and data insights to over 225+ leading organizations each year.
- **Designed wellbeingX™ employee listening experience from concept, market testing, validation, tech stack optimization, reporting + data visualization strategy**, to drive first sale within first 90 days on a first-of-its kind virtual ai-powered focus group measuring burnout and holistic wellbeing.
- **Maintained 100% client satisfaction score consistently for 2 years** through relationship-based, people-first advisory model.

**Beech Acres Parenting Center**

**May 2017 – Jan 2022**

#### **Organizational Effectiveness + HR Business Leader**

Led human resource functions, including talent acquisition, HR business partnering, succession planning, organizational change, and workforce strategy for regional non-profit service >20,000 children and families within community and K-12 settings.

## WORK EXPERIENCE CONTINUED

### **Key People + Culture Successes:**

- **Maintained benchmark leading employee engagement rate (96%)** and industry-leading **avg retention rate (95%) to retain Top Workplace distinction for eight consecutive years.**
- **Co-led strategic planning and reorganization initiatives** to bridge 175-year-old organization from past to future by innovating people and operations strategy to serve more children and families across the region.
- Designed agency's first-ever leadership development program rooted in strengths-based practice and powered by data-backed competencies. **Trained >75 leaders in year one with >25% of participants achieving promotion within 6 months.**

### **KraftHeinz**

**Jan 2016 – May 2017**

#### **Senior Human Resources Business Partner**

*Multi-site HR leader for sauce manufacturing facilities in Ohio and Florida, advising executives, managers, and supervisors on people strategy across talent management, organizational effectiveness, and HR compliance. Managed team of 3 HR professionals in the delivery of employee support, payroll, and training.*

### **Key People + Culture Successes:**

- Consistently **retained employees at rates averaging 15% higher** than retention rates across global Kraft Heinz locations.
- Selected as member of KraftHeinz's Campus Talent team, representing US manufacturing locations in the **recruitment of new graduates into world-class management training programs.**
- Participated as **member of Global HR Playbook team to build benchmark HR processes** to drive safety, retention, and engagement goals.

### **AstraZeneca (formerly Bristol-Myers Squibb, Amylin)**

**Aug 2010 – Jan 2016**

#### **Human Resources Business Partner**

#### **Previous Roles: Talent Acquisition Specialist, HR Specialist I-III**

*Lead HR partner at pharmaceutical sterile processing manufacturing facility with responsibility for scaling and leading talent acquisition, HR business partnering, and talent management from start-up to \$5.3B global acquisition.*

### **Key People + Culture Successes:**

- Led HR start-up projects to implement standardized practices and procedures in support of rapid-growth and global commercialization of Bydureon® and Byetta®. Built key HR policies and systems in compliance with FSA, EMA, GxP, and audit standards, receiving a **98% average audit across people/HR standards.**
- Managed **two global Integrations in a 2-year period**, leading systems integration projects from ADP to Workday, embedding global policies into local compliance standards.
- Selected to train sister manufacturing facilities across Midwest on HR compliance, talent management, and HR process updates to drive standardization across like-kind sterile processing facilities.
- Grew facility from **45 employees to over 400 at time of exit**, leading talent planning, recruitment, workforce development, and succession planning activities to maximize key talent readiness aligned to growth goals.
- Led job validation project, partnering with Industrial-Organizational Psychologists and Behaviorists to quality sterile production roles, develop optimized training, and reduce bias in job requirements, **increasing representation of women in production by >48%.**
- Collaborated with Sinclair University and BioOhio to develop **the region's first advanced processing and sterile manufacturing certificate program, training >1,000 professionals within a 3-year period.**
- Partnered with top engineering schools in the US to build first co-op and internship program, **converting >90% of co-ops to engineers and improving diversity in engineering hiring by more than 40%** in the program's first year.

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## PRIOR EXPERIENCE

**HR Generalist** • ASGN, Inc.  
**People + Talent Recruiter** • Eli Lilly, Pfizer, and Abbott (Volt MSP)  
**HR Coordinator** • Redcats, Inc.

## EDUCATION

**Bachelor of Arts** • Urban Planning • Miami University

## PROFESSIONAL DEVELOPMENT

**Senior Certified Human Resources Professional** – Society of Human Resources Management  
**Certified Professional Resume Writer** – Professional Association of Resume Writers and Career Coaches  
**Member** – TroopHR  
**Enterprise Design Thinking Coach** – IBM  
**Storytelling with Data** – Cole Nussbaumer Knaflic  
**Disciplined Agile Scrum Master** – Project Management Institute  
**Dare to Lead Trained**– Dare to Lead  
**Certified HR Project Manager**– Project Management Resource Group  
**Lean Six Sigma Green Belt**

## TOOLS & SYSTEMS

**HRIS** (ADP, WorkDay, Gusto), **ATS** (iCims, Taleo, Greenhouse, SAP SuccessFactors), **Recruiting** (LinkedIn Recruiter), **Talent Analytics** (Excel, PowerBI, Tableau), **LMS** (Relias, Cornerstone), **Project Management** (ClickUp, Notion), **Office** (MS Office, Google Suite, Zoom, Canva), **Employee Communications** (beehiiv, SurveyMonkey, MailChimp), **Automation** (Zapier), **Systems** (Mac and PC OS)